

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



SWHRMA
Southwest Washington Human Resource Management Association

*Helping to Further Develop Human Resource Professionals
as Strategic Partners*

Established 2000

APRIL 2005

April Luncheon

“Finding H.R.I.T.”

TUESDAY, April 12th, 2005

11:30 a.m. – 1:00 p.m.

Hostess House, 10017 NE 6th, Vancouver

11:30 A.M. – REGISTER/NETWORK 12:00 P.M. – PROGRAM

\$18.00 PRE-PAID \$23.00 PAID AT THE DOOR CASH OR CHECK ONLY

RESERVATION DEADLINE: 4/5/05

This month’s speaker will be Tom Hiron, who is an Industrial Sociologist. His presentation will focus on current Human Resources Information Technology (HRIT) trends, tools and hot topics, based on results of his annual survey of northwest HR Managers, national CIO's and the under 300 FTE crowd. He will also create a chapter best HRIT practice list for chapter members.

Inside This Issue

April Luncheon Speaker	Page 2	Announcements	Pages 5-6
NEW SWHRMA ADDRESS	Page 2	Special Thanks	Page 7
Luncheon Reservation Form	Page 2	2005 Board Members	Page 8

**April
Luncheon Speaker
Tom Hiron,
Industrial Sociologist**

Tom Hiron is an industrial sociologist in private practice, a part-time faculty member at Portland State University where he teaches e-HR, training and development and HR management. He also teaches HR and sociology at University of Phoenix where he was awarded as distinguished faculty in 2004. His research interests are e-HR and interactional technologies. He holds degree's and professional certifications from Fielding Institute, Portland State and Massachusetts Institute of Technology.

****Southwest Washington Human Resource Management
Association has a new address****

**SWHRMA
PO Box 871285
Vancouver, WA 98687**

This PO Box is the one we will be using for all correspondence. Any exceptions will be clearly marked on the registration. Please begin using our new address as soon as possible.

Thank You!

SWHRMA

LUNCHEON RESERVATIONS FORM

“Finding H.R.I.T.”

TUESDAY, April 12th, 2005
11:30 a.m. – 1:00 p.m.
Hostess House, 10017 NE 6th, Vancouver
\$18.00 Pre-paid \$23.00 Paid at the door Cash or Check Only
Federal ID#91-2052754

Complete and return this page before 4/5/05 to: SWHRMA

SWHRMA
 PO Box 8721285
 Vancouver, WA 98687

- Reservations are required whether you pre-pay or pay at the door.
- We must receive your check before the luncheon in order for you to receive the pre-paid price. We accept cash or a check at the door, but not credit cards.
- Call Becky Whitten (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: _____ SPHR PHR OTHER _____

EMPLOYER: _____

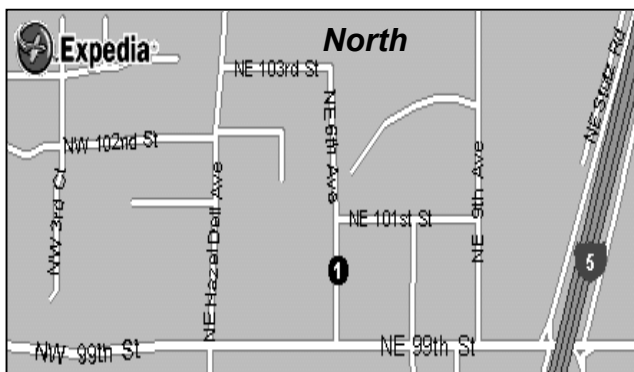
ADDRESS: _____

PHONE: _____ FAX: _____

E-MAIL: _____ GUEST: _____

Check all that apply:

- My check for \$ _____ made out to SWHRMA is enclosed (\$18 per attendee.)
- I will pay \$23 for each attendee at the door, cash or check.
- Vegetarian lunch requested.
- Send membership information to my address.
- My contact information above (employer, address, e-mail, phone) has changed.**
- This is the first SWHRMA meeting I've attended.***



DIRECTIONS TO LUNCHEON

From I-5 take Exit 5 to access 99th Street. After exiting from I-5, turn west onto 99th Street. Continue to 6th Avenue (there is a bank on the corner of 6th and 99th) and turn North (right). The Hostess House is on the right side of 6th Avenue. For more information, call the Hostess House, (360) 574-3284.

ANNOUNCEMENTS

HRCI Reimbursement Recipients Announced

The recipients for the SWHRMA HRCI Reimbursement program have been selected. The two recipients are Diana McClenahan, Human Resources Manager for LifePort, Inc and Wendy Wagler, Director of Human Resources for Warner Pacific College. Each received \$125.00 towards reimbursement of the costs associated with HRCI certification. Similar funds will be available for the Fall HRCI study session. Applications will be available with the materials during the first study group session.

In addition, for Washington State University student chapter members, SWHRMA will be awarding a bonus to those students who pass the student PHR exam this spring.

WELCOME NEW MEMBERS!!!

Connie Thompson
SW Washington Medical Center

Michelle Allan
City of Vancouver

Cindy Lane
Human Services Council

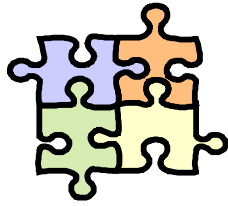
Southwest Washington Human Resource Management Association

**PO Box 871285
Vancouver, WA 98687**



Published Monthly by SWHRMA
Dave Konz, Editor

www.swhrma.org



Generational Issues in the Workplace and Globalization, Outsourcing and Immigration-Unknowns

Who: Larry Hellie

When: Tuesday, May 10, 2005

Time: 7:30 am-11:15 am

Where: The Hostess House-10017 NE 6th Ave in Vancouver

Today's workplace generally consists of four generations working side-by-side: Traditional, Boomer, GenXer and Millennial. Sometime in the next two decades the workplace will expand to five generations which will increase the diversity of the work force and increase the need for generational awareness and understanding. Changes in life expectancy, increasing medical costs, poor planning for retirement including the questionable future of Social Security will act to keep the Traditional and the Boomer Generations in the workforce beyond age 70. The newest generations, GenWhy and ?? will be entering the labor market at earlier ages as post-secondary education becomes less affordable. The "Electronic Age" is creating a global community, particularly in the software and information sectors, leading to increased globalization and outsourcing of current service sector jobs. And then we continue to be the nation immigrants aspire to reach, which means the very young and very old from foreign nations will become an increasing portion of our diverse workforce.

Globalization, Outsourcing and Immigration – Unknowns: How will you manage diversity in an off-shore customer service centers? If outsourcing occurs do you become an expatriate, a "distance manager", or unemployed? Where will the next wave of legal (and illegal) immigrants originate and what generation will arrive?"

Larry Hellie, of HHRC2 , will discuss the generational values and perceptions which lead to conflicts, misunderstandings, lowered morale and diminished productivity in the work place. "I don't promise to provide **the answer** to generational work place issues but I will **help you understand** why employees respond to announcements, policies or changes in such different ways."

****Please remember that the workshop counts towards re-certification credits!!!***

Workshop Registration

Price

Workshop Fee for SWHRMA Member: \$35.00

Workshop Fee for Non-Member: \$45.00

Workshop Fee for Students: \$15.00

Name

Company

Address

Phone

Email

Payment by check must be enclosed with this registration.

Registration deadline is May 3, 2005.

If you are unable to attend you may send someone in your place. In order to receive a refund, cancellations must be made before May 10, 2005.

MAIL THIS REGISTRATION WITH PAYMENT TO:

ANGIE SPERANDIO-HART

PO Box 871285

Vancouver, WA 98687

Phone: (360) 258-7651

Email: asperandiohart@idexcorp.com

SPEICAL THANKS TO BECKY WHITTEN FROM EVERYONE AT SWHRMA

We would like to acknowledge Beck Whitten for all her hard work for our chapter in the past few years. Becky is taking a wonderful promotional opportunity in Arkansas, moving there in April.

Becky has worked very hard for SWHRMA. She was the communications director for two years and even before taking that position, she was heavily involved in the organization. Becky has been taking our registration at all our functions, compiling names, taking payments, making nametags and listing attendees. She has worked on the website and worked with Dave Konz who puts together our monthly newsletter. We were able to utilize her company's conference room for Board Meetings and HRCI Classes. She would always volunteer for every committee that needed help.

Aside from all the things she did for the chapter she is very nice to have around!! Becky, you will be missed.



SWHRMA 2005 BOARD OF DIRECTORS

Julie McCord, SPHR
President
HR Basics

(360) 695-1013 / mccordhr@comcast.net

Annalise Burrington
President-Elect/
Programs & Program Development
Personnel Source, Inc.

(360) 891-9961 / annalise@personnelsource.com

Angie Sperandio-Hart
VP/Diversity Director
Micropump

(360) 253-2008 / asperandiohart@idexcorp.com

Becky Whitten, SPHR
Communications Director
C-Tech Industries

(360) 833-1600 x207 / becky.whitten@c-techindustries.com

Krista Holland
Secretary

Riverview Community Bank
(360) 759-2423 / kristaholland@riverviewbank.com

Mindy Harter, SPHR
Treasurer
Micropump

(360) 253-2008 x259 / mhart@idexcorp.com

Lisa Hobbs, SPHR
Professional Certification Director

Worksource - Vancouver
(360) 753-4980 / lhobbs@esd.wa.gov

Mollie Hubler
Membership Director
m.hubler@comcast.net

Tamara Russell
Workforce Readiness Director

Family Health Center
(360) 636-3892 x160 / russell@cfamhc.org

Rhonda Kates
SHRM Foundation Director

Landerholm Law Firm
(360) 696-3312 x451 / rhondak@landerholm.com

Ann Nordquist, SPHR
Legislative Director

Physicians Hospital, LLC
(503) 257-5622 / anordquist@physicianshospitalportland.com

Cerise Jolliver
College Relations Chair

Red Lion at The Quay
(360) 750-4905 / cerisej@pacifier.com

Ron Kramer, SPHR
Past President/Programs

BBA Fiberweb Washougal
(360) 835-9507 / rkramer@bbafiberweb.co

JOB BANK

If you are searching for employment opportunities, or your company needs to fill a Human Resource position, go to the SWHRMA web site (www.swhrma.org), and click on "Job Bank". This links directly into the Portland Human Resource Management Association Job Bank. While there is no charge to an individual posting their resume, there is a small charge to businesses posting openings.

HR JOB OPENINGS

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Mollie Hubler at m.hubler@comcast.net. She will post the information at the monthly Chapter luncheon meetings.

LUNCHEON SPONSORS

If you know of a business that might be interested in sponsoring an upcoming SWHRMA luncheon, please contact Leah Cox at:

417 NE 136th Street
Vancouver, WA 98685
(360) 576-4223

Leah.Cox@adaliscorp.com

HR LEARNING OPPORTUNITIES

As we become aware of local Human Resource training and education opportunities for our members, we will add them to the Calendar location on our website, along with registration links when possible.

If you are aware of such opportunities, please forward that information to Becky Whitten via the SWHRMA website (Contact Us) at www.swhrma.org.

ADVERTISING

You can advertise your HR-related product or service on Southwest Washington's leading website for Human Resource professionals. Visit www.swhrma.org for more information.